

# Business Voice

LAS VEGAS METRO CHAMBER OF COMMERCE | [LVChamber.com](http://LVChamber.com) | DECEMBER 2017



# IN REVIEW

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# A Fond Farewell

**KRISTIN MCMILLAN**  
**PRESIDENT & CEO**



It has been an honor to serve as President and CEO of the Metro Chamber for the last six years.

Over that time, Las Vegas businesses have weathered a devastating recession, come together to defeat harmful legislation and initiatives, and cohesively worked to advance important projects for our region's future. The Las Vegas Metro Chamber has been a visionary and strong proponent of these future-forward projects – like Interstate 11, Tule Springs National Monument, the UNLV School of Medicine, the expansion of the Las Vegas Convention Center, and the introduction of two major league sports teams to our Valley, just to name a few. In fact, if not for the Metro Chamber and our independent voice on your behalf, these projects may never have been passed.

I am immensely proud of this community, our businesses, the Metro Chamber, and its leadership and staff for leading the charge to make Las Vegas a great place to do business. The opportunities to meet with our members and hear their stories, their challenges, and their successes has been a high point for me. I have traveled with many of you to Carson City to champion our business community's issues in our state capitol, advocated on a federal level with you in Washington, D.C., connected with you at events, celebrated your milestones, and have met with you on myriad topics to move our community forward.

It is this – our bright and vibrant business community, high energy and always ready for the next big thing – that I will miss, along with the Metro Chamber's stellar Board of Trustees, member volunteers, and staff members. Your can-do spirit endured the worst of the Great Recession, fought through

the Margin Tax Ballot Initiative and a bevy of onerous legislation over the years, and remained steadfast in your commitment to create jobs, grow our economy, champion your business, and contribute meaningfully to our community. Thank you for the opportunity to get to know you and work on your behalf.

I will always be a staunch advocate for businesses. It is ingrained in me, and has carried with me throughout my career, leading me to my time as President and CEO of the Las Vegas Metro Chamber. It will continue as I move into this next chapter, and I look forward to hearing the great things that this organization – and the businesses that make Las Vegas such a dynamic place to live and work – will get done.

Thank you for your trust in me and in the Metro Chamber to work on behalf of your business.

"I am immensely proud of this community, our businesses, the Metro Chamber, and its leadership and staff for leading the charge to make Las Vegas a great place to do business."



# LAS VEGAS REVIEW- JOURNAL

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Business Voice

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**Las Vegas Metro Chamber of Commerce**  
575 Symphony Park Avenue, Ste. 100  
Las Vegas, NV 89106  
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President & CEO  
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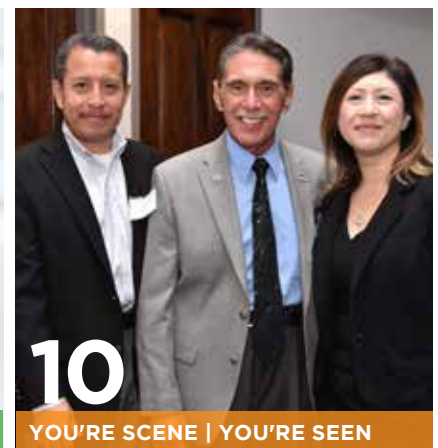
## EDITORIAL POLICY:

The *Business Voice* is a member newsletter of the Las Vegas Metro Chamber of Commerce. The Las Vegas Metro Chamber of Commerce welcomes input, ideas and suggestions from our members. As with any periodical, we must adhere to strict deadlines and we reserve the right to edit all materials submitted for publication. Commentaries that are marked as such do not necessarily reflect the opinion or position of the Chamber, its trustees or employees. The Chamber cannot guarantee the validity or accuracy of the contents of paid advertisements. Questions or concerns about content of the *Business Voice* can be addressed to Vice President of Marketing, Las Vegas Metro Chamber of Commerce, 575 Symphony Park Avenue, Suite 100, Las Vegas, NV 89106.

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# Chamber News



## Join Us for the **State of the Chamber & Installation Luncheon**

Join the Metro Chamber as Michael Bolognini, vice president and Las Vegas market leader for Cox Communications, is sworn in as the chairman of the 2018 Board of Trustees. Bolognini will share his vision for the Metro Chamber in 2018, as well as his insights on what's in store for the Las Vegas business community for the coming year. This luncheon is an opportunity to

connect with Metro Chamber leadership, hear from new Chamber CEO Mary Beth Sewald, and gain insight into what you, as a Metro Chamber member and stakeholder in the Southern Nevada community, can expect for 2018. The luncheon is Wednesday, December 13, at the MGM Grand Conference Center, from 11:15 a.m. – 1:15 p.m. For more information or to purchase tickets, visit [LVChamber.com](http://LVChamber.com) or call 702.641.5822.

## **Prepaid Dues:** Submit Yours By December 31

Metro Chamber members can prepay their 2018 membership dues before December 31, 2017, to get a head start on budgeting for 2018 and take advantage of potential tax savings. Members who prepay their dues will also be entered into a drawing for a free booth at Preview Las Vegas or a half-page ad in the *Business Voice*. For more information on prepaid dues or if you have not received your prepaid dues statement, contact the Metro Chamber accounting department at 702.641.5822.



## Tickets and Booths Available Now!

Preview Las Vegas, the Metro Chamber's signature forecasting and trade show, is the place to be to get the information your business needs to be successful in the coming year. Dynamic speakers, economic experts, and industry leaders give you the tools and information you need to power your business. Attendees can network with nearly 2,000 business professionals and executives, as well as connect with more than 100 exhibitors. Exhibit booths are available exclusively for Metro Chamber members in good standing. Exhibitors gain valuable brand exposure, generate new leads and business contacts, and renew business relationships with Las Vegas' key decision-makers and organizations. Preview Las Vegas will be held Friday, January 26, at the Thomas & Mack Center - Cox Pavilion, from 7:00 a.m. – 1:30 p.m. Tickets are on sale for \$65 for Metro Chamber members and \$85 for non-members. For more information, including ticket purchases and exhibitor registration, visit [PreviewLasVegas.com](http://PreviewLasVegas.com) or call 702.641.5822.

## Catch Up on **Chamber University**

As 2017 comes to a close, now is a great time to catch up on updates and trends in the marketplace. The Metro Chamber has made it easy to do so with Chamber University, a free webinar series aimed at highlighting business information. Chamber members need to be successful. Chamber University webinars cover a variety of topics, from self-funded health plans to risk management and corporate social responsibility. To view the full library of Chamber University webinars, visit the Chamber U playlist at [youtube.com/lasvegaschamber](http://youtube.com/lasvegaschamber). If you are interested in hosting a Chamber U session in 2018, contact Danica Torchin at [dtorchin@lvchamber.com](mailto:dtorchin@lvchamber.com).





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3900 Paradise Road #279  
Las Vegas, NV 89169

# News You Need



## Open Enrollment for 2018 Health Insurance Plans Ends December 15

Open enrollment for health insurance ends December 15, six weeks shorter than in years past, for coverage beginning January 1. Nevada residents who are eligible and interested in purchasing insurance can do so through Nevada Health Link, the state's online marketplace. It also offers assistance with experienced enrollment professionals in obtaining healthcare coverage. Employers that do not offer health insurance can guide employees to the exchange to purchase plans for both individuals and families. For more information, visit [nevadahealthlink.com](http://nevadahealthlink.com).

## IRS Debuts Mobile App

The Internal Revenue Service (IRS) is going mobile with IRS2Go, its official mobile app of the organization. Downloading the app is simple and is available on Google Play, the Apple app store, and Amazon. The app allows you to check the status of federal income tax refunds, get easy access to mobile-friendly payment options, help you with finishing and filing your taxes through complimentary tax software, stay connected, and subscribe to IRS Tax Tips for up-to-date information on filing. For more information, visit [irs.gov](http://irs.gov).

## Clark County Business Licensing: Now Simpler and More Streamlined

Businesses can now apply for, renew, and manage their business licenses through the Clark County website. The new feature on the County website derived from the Department of Business Licensing's streamlining and process improvement initiative. The enhancements join an existing online renewal feature which offers the ability to pay using a credit/debit card or e-check. The multifunctional service website is anchored by a fully integrated, online business license application which automatically starts the approval process on a 24-hour, seven-day-a-week basis. In addition to application and fee payment features, online services include the ability to make address changes, check the status of license approvals, request refunds, and surrender licenses. For more information, visit [blepay.clarkcountynv.gov](http://blepay.clarkcountynv.gov).

## Save the Date for Your State of the City Address

January is a great time to get connected with your municipalities and see what's in store for the coming year. Save the dates for your State of the City address:

- City of Henderson  
January 10
- City of Las Vegas  
January 11
- City of North Las Vegas  
January 18

For more information, please reach out to your respective municipalities. Event logistics, such as times and registration details, will be available on [LVChamber.com](http://LVChamber.com) in the coming weeks.



# For Your Benefit

## Workers' Compensation Insurance: Savings, Reassurance, and Compliance in One Place

According to the U.S. Department of Labor's Occupational Safety and Health Administration, employers pay almost \$1 billion per week for direct workers' compensation costs alone – both direct (like, workers' compensation payments, medical expenses, and legal fees) and indirect (training replacement employees, accident investigation, implementing corrective measures, lost productivity, and costs associated with lower employee morale and absenteeism).

First Choice Casualty Insurance Company has partnered with the Metro Chamber to provide its members with this required insurance product. This program has attractive benefits for Metro Chamber members that qualify. These include a five percent discount on First Choice base rates for members, as well as also loss control services, safety training, superior claims handling practices, and locally handled personalized service.

With excellent customer service, First Choice ensures that your workers'

compensation insurance program is loss control oriented, helps you comply with all state laws, is easy to understand, and offers competitive rates. Other features of this benefit include online bill payment access, claims information, and safety planning. First Choice also works proactively with injured employees to reduce the severity of minor incidents and to speed their recovery so they can quickly return to the workplace. In addition, it performs loss control services to help avoid injuries by encouraging a safe workplace.

For more information, visit [LVChamber.com](http://LVChamber.com).



## Give the gift of year-long adventure

New Springs Preserve Bronze and Silver State Pass memberships now offer more perks!

- **Unlimited** Train Rides
- **Free** admission to signature special events
- **Free** Guest Passes
- Cafe and gift shop discounts
- **Unlimited** seasonal Butterfly Habitat admission

Purchase online at [springspreserve.org](http://springspreserve.org)

# Your scene | You're seen

## Eggs & Issues featuring U.S. Congressman Mark Amodei



Congressman Mark Amodei gave his thoughts on current issues before Congress impacting the local business community, including tax reform, the Yucca Mountain Nuclear Waste Repository, Interstate 11 funding, and infrastructure. He then sat down with President's Club members for a round table discussion. *Photos by Las Vegas Photo & Video.*

## Eggs & Issues featuring U.S. Congressman Ruben Kihuen



Congressman Ruben Kihuen gave his first address to Chamber members as a U.S. Congressman, addressing issues at the federal level that affect Southern Nevada businesses, as well as providing a snapshot on the political climate in Washington. A round table meeting with President's Club members immediately followed. *Photos by Las Vegas Photo & Video.*

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# IN REVIEW

**A**s the leading business organization in Nevada, the Las Vegas Metro Chamber of Commerce fights for our members, strengthens our business community, and provides a robust lineup of benefits and opportunities for members to grow their businesses, create jobs, and move forward our economy. Here are just a few highlights of what the Metro Chamber accomplished this year.

In the numbers: CSE Five Star Award winner poses with The Honorable Oscar Goodman; 2017 Chairman of the Board Bill Noonan introduces Assemblywoman Irene Bustamante Adams at the Chamber's Legislative Day in Carson City; Leadership Las Vegas Class of 2017 at Nellis Air Force Base; 2017's Washington D.C. Fly-In on the steps of the U.S. Capitol before meeting with members of Congress.

## WHY BUSINESS MATTERS

**This year, the Metro Chamber fought during the 2017 Legislative Session to protect its members from harmful bills that would have negatively affected our business community. As the Voice of Business, the Metro Chamber Government Affairs team was on the ground every single day in Carson City looking out for you. The Metro Chamber worked to convene other business and trade organizations to present a united front against onerous bills that would have led to increased costs, burdensome regulations, and potentially lay-offs and business closures. It also championed legislation to provide opportunities for growth and necessary improvements to our state to stay competitive in the global marketplace.**

Key legislative victories included defeating several bills bad for business, including a minimum wage increase, mandatory paid sick leave, employment discrimination, and other onerous legislation that would have posed significant barriers to employers in hiring, growing their businesses, and keeping their doors open.

The Metro Chamber also supported key small business legislation, such as the extension of the NV Grow Program, creating a preference for bids and proposals for state purchasing contracts for Nevada-based businesses, and establishing loan programs and requiring small business loan information to be provided. Together with other community leaders, the Metro Chamber championed legislation that arose from the Southern Nevada Forum, including expanding Nevada's fair share of federal grant dollars; infrastructure and transportation projects; capital improvement project funding; funding for the UNLV School of Medicine; and planning money for a new engineering building at UNLV and a health sciences building at the College of Southern Nevada.

The 2017 Legislature also introduced new ways to engage members in the legislative process, including the monthly Carson City Call with Government Affairs vice president Paul Moradkhan; the Paul Call for President's Club members; "The Rundown," a weekly briefing on bills heard during session and the position the Metro Chamber took; the comprehensive legislative summary book; surveys and market research on key policy topics, such as minimum wage and mandatory paid sick leave, to determine how proposals would impact local businesses; and alerts to testify and contact legislators for specific bills.



**1,077** bills introduced  
**67** resolutions introduced  
**560** bills monitored  
**109** bills testified on by the Metro Chamber  
**608** bills signed by Governor Brian Sandoval  
**41** bills vetoed by the Governor

## THE FEDERAL AGENDA

This year, the Metro Chamber significantly increased its presence during its annual Washington, D.C. fly-in. The Metro Chamber took a contingent of more than 100 business and community leaders for a week of intensive meetings with Congressional representatives and leadership, briefings from subject matter experts and think tanks on timely issues, and a series of events – including the brand new Nevada State Dinner Gala and the inaugural Nevada Lights Up The Capitol reception – to further the scope and influence of Nevada businesses in Washington, D.C.

The Metro Chamber's federal agenda included:

- Funding for Interstate 11
- Expanding homeland security dollars for Southern Nevada
- Opposition to the Yucca Mountain Nuclear Waste Repository
- Tax reform
- Cyber security
- Increasing Nevada's share of federal grant dollars

## CONNECTING OUR MEMBERS

**With a full and varied events calendar that ranges from Preview Las Vegas, the business community's signature annual trade show and conference event, to small-format networking programs, the Metro Chamber provided ways for members to connect with one another, build relationships, and get up-to-date on important topics and policy issues that affect your business.**

Guest speakers this year included:

- U.S. Senator Catherine Cortez Masto, in her first address to the business community after being elected in November 2016
- Nevada's Congressional delegation, including first-time addresses from Congressman Ruben Kihuen and Congresswoman Jacky Rosen, and timely



Governor Sandoval, Kristin McMillan, and other community leaders at signing for UNLV School of Medicine funding. *Photo Credit: UNLV*



Kristin McMillan interviewing U.S. Small Business Administration Administrator Linda McMahon. *Photo Credit: Jeff Scheid*

updates from Congressman Mark Amodei and Congresswoman Dina Titus

- Vegas Golden Knights President and COO Kerry Bubolz
- Newly-appointed Chancellor of the Nevada System of Higher Education Thom Reilly
- Representatives from Hyperloop One, Intel, UNLV School of Medicine, Nellis Air Force Base, Brookings Mountain West and the Brookings Institution, the Las Vegas Convention and Visitors Authority, the Las Vegas Lights FC, and more...

Overall, we helped to connect more than **7,000** attendees at more than **100** Metro Chamber events in 2017.

## KEEPING YOU IN-THE-KNOW

**The Metro Chamber creates ways for members to stay up-to-date on important issues and topics relevant to businesses, on their time and schedules.**

This year, the Metro Chamber launched “Like Nobody’s Business,” a social media show featuring our region’s most influential leaders and organizations and how they are positively impacting our community, as well as introduced an all-new LVChamber.com, with more opportunities for members to contribute subject matter expertise, share content, and get the information they need.

The Metro Chamber also proudly added more than 20 new Chamber University webinars, available 24 hours a day at no charge to members, featuring topics from health care to social media marketing, and held more than 30 Policy Committee meetings on topics such as K-12 and higher education, health care, infrastructure, and more.

## PARTNERSHIPS TO ADVANCE OUR COMMUNITY

**The Metro Chamber continually cultivates and creates new partnerships with our community, working in synergy with other organizations and groups to continue forward momentum and think long-term about our future needs. Here are just a few:**

- Business + Education (BE) Engaged Conference, to engage more than 500 business and community leaders in key K-12 education issues
- Customer Service Excellence, in partnership with the Las Vegas Convention and Visitors Authority, recognized more than 5,000 instances of great customer care, and celebrated 28 years of saying “thank you” to front-line employees who keep Las Vegas a great place to live, work, and visit
- Southern Nevada Forum, working with legislators, business leaders, and other community stakeholders to set legislative priorities for our region
- Public Policy Leadership Series, a partnership between the Metro Chamber’s Leadership Foundation and the UNLV Greenspun College of Urban Affairs, helping to prepare community leaders to serve in public office or interface with those in public office
- City of Las Vegas and North Las Vegas, on their respective State of the City addresses
- Las Vegas Valley Water District Citizens Advisory Committee, to address future water needs of our region and how to support them responsibly
- Serving on the board of the Las Vegas Convention and Visitors Authority
- Convening trade and business associations state-wide to present a united business community to fight against onerous bills during the 2017 Legislature
- Serving on the Chancellor Search Committee for the Nevada System of Higher Education, and on the College of Southern Nevada’s Institutional Advisory Council
- Serving on the Transportation Resource Advisory Committee and Community Collaboration

## INCREASING OUR LEADERSHIP CAPACITY

**The Leadership Foundation of Greater Las Vegas, a 501(c)(3) organization affiliated with the Metro Chamber, is dedicated to cultivating knowledgeable, engaged professionals and leaders who will positively shape our community and help it thrive. In 2017, the Leadership Foundation increased its capacity to serve**



## **more community leaders and address issues within our region.**

The Foundation introduced a new cohort of the Public Policy Leadership Series specific to those wanting to serve on boards of education. It graduated classes of Leadership Las Vegas and Leadership Advance, as well as cohorts of the Public Policy Leadership Series. It also announced the debut of Access Las Vegas, an immersion program coming in March 2018 to get executives new to Las Vegas up-to-speed on the region.

Focus Las Vegas expanded in 2017, as well, with four seminars on topics important to the future of our community, including water resources, Las Vegas' smart city initiatives, and philanthropy.

The Vegas Young Professionals program expanded to nearly 2,000 members in 2017, and introduced Community Conversations, a new program of Vegas Young Professionals designed to foster meaningful conversation between community leaders and the next generation of leaders.

## **PROVIDING VALUE TO MEMBERS**

**The Metro Chamber's comprehensive contingent of benefits gives members opportunities to save money, reach more audiences, and serve meaningfully in our community.**

To continue providing bottom line benefits, the Metro Chamber renewed relationships with Office Depot, Nevada Drug Card, UPS, and other benefit partners to continue providing meaningful discounts for Chamber members – and their employees. It introduced a new benefit program through ThriveHive, a digital marketing dashboard to manage social media, website, lead generation, and digital marketing in one easy-to-use platform for a member-exclusive price.

In addition, the Metro Chamber proudly celebrated more than 200 member milestones with ribbon cutting ceremonies, including grand openings, anniversaries, new locations, and more.

**Thank you for being a part of the Las Vegas Metro Chamber. Your support is invaluable to us as we continue to ensure you have the resources and environment you need to grow your businesses, create jobs, and thrive in a global economy.**



## **A SPECIAL FAREWELL...**

After more than six years as president and CEO of the Metro Chamber, Kristin McMillan is moving on to the next chapter of her career. Her visionary leadership and future-forward thinking have helped propel the organization into a new era of growth.

Thank you, Kristin, for your leadership and stewardship of this organization.

# What's Happening

PLACES TO BE. PEOPLE TO MEET. THINGS TO KNOW. IN **DECEMBER.**



## STATE OF THE CHAMBER AND INSTALLATION LUNCHEON

**Wednesday,  
December 13**

11:15 a.m. – 1:15 p.m.

## How to Register:

Visit [LVChamber.com](http://LVChamber.com) and  
click on the Events Calendar.

Call 702.641.5822.

**5**

### **TUESDAY, DECEMBER 5 CHAMBER VOICES TOASTMASTERS**

Become a better speaker and a more effective presenter by joining Chamber Voices Toastmasters. Open to all members.  
**11:30 a.m. – 12:45 p.m.**

**Las Vegas Metro Chamber of Commerce  
575 Symphony Park Ave., Ste. 100**

\$63 every six months. Guests always complimentary.

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### **MONDAY, DECEMBER 11 VEGAS YOUNG PROFESSIONALS TOASTMASTERS**

The VYP Toastmasters group is for all members to aid in the development of speaking, presentation, and leadership skills.  
**6:30 – 8:00 p.m.**

**Las Vegas Metro Chamber of Commerce  
575 Symphony Park Ave., Ste. 100**

Complimentary for guests

\$65 to join, \$54 every 6 months.

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### **WEDNESDAY, DECEMBER 13 STATE OF THE CHAMBER & INSTALLATION LUNCHEON**

Meet your 2018 Metro Chamber leadership and hear what's next for our business community as 2018 Chairman of the Board, Michael Bolognini, vice president and Las Vegas market leader of Cox Communications, as he details his vision for the business community and the leading business organization in Nevada.

**11:15 a.m. – Noon: Registration & Networking**

**Noon – 1:15 p.m.: Program**

**MGM Grand Conference Center**

**Premiere Ballroom, Third Floor**

**3799 Las Vegas Blvd South**

\$75 – Members | \$85 – Non-Members | \$750 – table of ten

Sponsors: Arcata Associates Inc., Cordell Corporation, Cox Communications, Las Vegas Lights FC, Manheim/Cox Automotive, Nevada Broadcasters Association, Nevada Public Radio, and NV Energy

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### **TUESDAY, DECEMBER 19 CHAMBER VOICES TOASTMASTERS**

See December 5

00 - CHAMBER EVENT

00 - VYP EVENT

# CHAMBER UNIVERSITY

**FRIDAY, DECEMBER 1**  
**What You Need To Know About Open Enrollment**  
Presented by Janel Davis,  
Silver State Health Insurance Exchange

**FRIDAY, DECEMBER 15**  
**Holiday Social Media Strategies**  
Presented by Danica Torchin,  
Las Vegas Metro Chamber of Commerce

December Sponsors:



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## **TUESDAY, DECEMBER 19** **CHAMBER CONNECTIONS**

Chamber Connections is a dedicated leads group comprised of professionals from a variety of industries. This is a place for professionals to grow their network and their businesses by sharing contacts, referrals, and ideas.

**5:30 – 7:00 p.m.**

**Las Vegas Metro Chamber of Commerce**  
**575 Symphony Park Ave., Ste. 100**

Contact [agoldberg@lvchamber.com](mailto:agoldberg@lvchamber.com) or call 702.641.5822 for space availability and cost.

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## **WEDNESDAY, DECEMBER 20** **NEW MEMBER ORIENTATION**

Welcome to the newest members of the Metro Chamber! Each participant will have the opportunity to introduce themselves and their business and network in a friendly and upbeat atmosphere, as well as get valuable information on Metro Chamber benefits, events, and programs.

**7:30 – 8:00 a.m.: Registration & Networking**

**8:00 – 9:30 a.m.: Program**

**Las Vegas Metro Chamber of Commerce**  
**575 Symphony Park Ave., Ste. 100**

This event is open exclusively to all new members of the Las Vegas Metro Chamber of Commerce. Limited to two individuals per company.

Sponsor: Anthem Blue Cross and Blue Shield and Office Depot



# Meet **Mary Beth Sewald,** the Metro Chamber's New CEO

T

he Las Vegas Metro Chamber of Commerce announced that broadcasting executive and former journalist Mary Beth

Sewald will take the reins as its next president and CEO. Sewald most recently served as the president and CEO of the Nevada Broadcasters Association.

Sewald is an accomplished, polished visionary and strategic thinker with more than 27 years in the broadcast industry. Through her leadership at the Nevada Broadcasters Association, she has collaborated with government officials, represented Nevada's broadcast industry to all constituencies and worked with the FCC at the federal and state level. Prior to that, she was general manager of the NBC affiliate, KRNVT in Reno, NV, where she managed and developed a staff of 95 broadcast professionals across all disciplines required to run a professional broadcast organization.

Sewald was selected to head the largest business association in Nevada by the Metro Chamber's



Board of Trustees after an extensive search. The search committee reviewed 200 resumes and focused its search in Nevada.

Sewald was recognized as the first woman to be named television general manager in 2003, and was inducted into the Nevada Broadcasters Association Hall of Fame in 2009. She currently serves on the boards of directors for the Nevada Military Support Alliance, the Congressional Awards of Nevada, the Nevada Broadcasters Association Foundation, City National Bank Advisory Board, and is vice chair of the National Championship Air Races. She earned an Emmy Award for a documentary she executive-produced called "Meth Madness" at the NBC affiliate that is now KSNV-TV in Las Vegas. She is also a graduate of Leadership Las Vegas, the premier community leadership development program in Southern Nevada.

"It is an honor to serve as the president and CEO of the Las Vegas Metro Chamber," says Sewald. "The Metro Chamber has an unparalleled legacy of standing up for businesses large and small, and being a leader in positively shaping our community so that it can grow and thrive. I look forward to working with our members to serve the needs of our diverse and growing business community."

Sewald's first day at the Metro Chamber is Monday, December 11. She will address members at the annual State of the Chamber and Installation Luncheon at the MGM Grand Conference Center that Wednesday, December 13. Read more about Sewald on [LVChamber.com](http://LVChamber.com).

**JANUARY 26, 2018**

7:00 a.m. - 1:30 p.m.

Thomas & Mack Center - Cox Pavilion

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# 'Tis the Season for Holiday Workplace Issues

'T

is the season to celebrate the holidays. As joyful as this time of year can be, employers need to be wary of potential pitfalls that can come with celebrating the holidays in the workplace. A desk full of lawsuits is not the way any employer

wants to celebrate their new year. Employers can follow these do's and don'ts to navigate their way through the holiday festivities while still making the workplace an enjoyable environment:

- **DON'T** prohibit people from saying, "Merry Christmas" in the workplace. Title VII protects all employees from discrimination or harassment on the basis of religion. Prohibiting an employee from saying "Merry Christmas" could be perceived as a violation of that employee's rights. By contrast, there is no general right not to be annoyed by others' religious observances. Consequently, employees who would rather say "Happy Holidays," "Happy Hanukkah," "Happy Kwanzaa," "Merry Festivus," etc. should be entirely free to do so.
- **DO** accommodate employee requests for days off to celebrate their designated holiday. When religious observances preclude working, employers should accommodate the employee's request for time off unless doing so constitutes an undue business hardship. Employers can require that employees use accrued paid time off without violating the employee's rights. When business requirements preclude accommodation, simply advise the employee, but make sure that all employees are being treated equally in similar circumstances and regardless of differences in faith.
- **DON'T** hang mistletoe. Although this may seem like a harmless holiday decoration, it can lead to an array of problems in the workplace. As a general rule of thumb, employers should avoid anything that encourages non-consensual or unwanted advances of a sexual nature, since such can open you to

claims of harassment/discrimination or hostile work environment.

- **DO** be consistent when giving employees holiday gifts or bonuses. Make sure there is an explanation for why certain individuals may get a larger bonus or gift. Word of your generosity can spread around the office, and if there is a discrepancy in gifts, there needs to be a reason why (i.e. the employee is in a higher position or the employee has brought in the most sales revenue). Make sure that employees in similar positions receive similar gifts or bonuses, otherwise employees may see the discrepancies as discriminatory.

An estimated 80 percent of employers have plans to host company holiday parties, according to a yearly survey done by outplacement firm Challenger, Gray & Christmas. As much as these parties can provide successful team building, these celebrations come with their own set of rules:

- **DON'T** use the term "Christmas Party." Because Christmas is perceived by many as specific to a particular religion, having a "Christmas Party" can be perceived as a mandated corporate religious event, opening the employer to complaints of discrimination and harassment by employees who do not share those religious beliefs. A "Holiday Party," by contrast, encompasses all forms of celebration with little risk of committing an unintended violation of your employees' legal rights.
- **DO** make attendance voluntary. Because of the religious sensitivity surrounding the holiday season, mandatory attendance can be seen as a form of harassment or discrimination as can retaliation for any employee's refusal to participate. Keeping the event voluntary avoids these pitfalls.
- **DON'T** have an open bar. Many employers like to provide a variety of beverages during holiday





parties, but facilitating intoxication can lead to several unintended consequences that could have legal implications. After a sufficient number of drinks have been served, employees' judgement can become impaired and their inhibitions are lowered, which could result in inappropriate and offensive language and behavior. Have a cash bar or drink ticket system to avoid these situations, and make sure to remind employees that while having a good time is important, the company's normal workplace standards of conduct will still be in effect at the party.

- **DO** have a clear start and end time and plan to have the party on a weeknight when people would tend to drink less. Holding the party on a weeknight is a natural way to help employees restrain themselves from excessive behavior. The later the party goes, the more likely problems will arise, especially if alcohol is being served. Setting a clear ending time for any office holiday party is always a good idea to limit the company's exposure to those problems.
- **DON'T** let guests drive if they have been drinking. If you will be serving alcohol at your company celebration, DO provide complimentary taxis, Ubers/Lyfts, or designated drivers to and from the party for guests. These options are a responsible and economical way to ensure that each guest gets home safe.

Despite the legal risks, celebrating the holidays in the workplace can be morale boosting for employees. The bottom line here for employers is, when it comes to holiday issues, they need to exercise their due diligence to ensure that the holiday season is a positive experience for everyone in the workplace.



*By: Whitney J. Selert  
Partner at Fisher Phillips, Las Vegas  
fisherphillips.com*

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# Member News

**RED** - PRESIDENT'S CLUB MEMBER



## Congratulations

**MountainView Hospital** earned a distinguished three-star rating from The Society of Thoracic Surgeons for its patient care and outcomes in isolated coronary artery bypass grafting procedures, making it among the elite for heart bypass surgery in the U.S. and Canada.



Kelly E. LeGrow, vice president of **Brown & Brown Insurance of Nevada, Inc.** received the 2017 Brad Garrett Humanitarian Award for her extensive work as a committed volunteer, supporter and advisor to the non-profit **Nathan Adelson Hospice**.

The **Fisher Phillips** Workplace Safety and Health Law blog was named as one of the best on the internet, according to Feedspot's "Top 75 Health and Safety Blogs" ranking.

**Howard & Howard** was named to the 2018 U.S. News - Best Lawyers "Best Law Firms" list. Firms included in the 2018 "Best Law Firms" list are recognized for professional excellence with persistently impressive ratings from clients and peers.



**Sumnu Marketing** won National Supplier of the Year from the National Minority Supplier Development Council for Class I Minority Business Enterprises. Shaundell Newsome, company founder, accepted the award in Detroit, Michigan. "We accept this award on behalf of a courageous and resilient Las Vegas," Newsome said to an audience of 1,500 attendees. The company won the award for its strategic partnerships and procurement opportunities with, as well as support of, minority

business enterprises. Sumnu was nominated by **MGM Resorts International** for the award. For more information, visit [sumnumarketing.com](http://sumnumarketing.com).

## Announcements

**MountainView Hospital, Southern Hills Hospital and Sunrise Hospital & Medical Center** have received approval from the Accreditation Council for Graduate Medical Education to join forces under the Sunrise Health Graduate Medical Education Consortium.



**The Ferraro Group** hired Tyler Collins and Kelsey Gunther as assistant account executives. In their new roles, they will assist the PR account executives at the firm with public

relations, media communications, social media content creation, and more.

**The Smith Center for the Performing Arts** announced that Kady Casullo, Travis Turner, Alan Walker, and Sean Walker will co-chair its Fanfare! affinity group for emerging leaders for the arts. The co-chairs step into their roles with specific targets and goals, including doubling membership for the group for Southern Nevada professionals ages 21 to 40 with a love for the arts, as well as increasing the number of Fanfare!-exclusive events. For more information, visit [thesmithcenter.com](http://thesmithcenter.com)

## Upcoming Events

The **UNLV College of Education** will host its annual Summit on Nevada Education on Monday, December 4, from 9:00 a.m. - 5:00 p.m., at the UNLV Student Union Ballroom. The open forum will feature educators, administrators, policy makers, and community leaders discussing best practices that we can adapt into our state and lessons to improve and celebrate Nevada education. For more information, visit [education.unlv.edu](http://education.unlv.edu).

The Las Vegas Metro Chamber of Commerce is proud to provide members with a place to publish their current announcements as a benefit of membership. Email news items to [pr@lvchamber.com](mailto:pr@lvchamber.com) or fax to Public Relations at 702.735.0320.

## Wheeling & Dealing

**Vegas PBS** added four new Spanish-language career certifications to its Global Online Advanced Learning (GOAL) catalogue. The new certifications cover floral design and wedding and event planning. For more information, visit [VegasPBS.org](http://VegasPBS.org).

Reflecting the growing demand for commercial and office space in Downtown Summerlin, **The Howard Hughes Corporation** announced the first tenant signing for the company's newest office tower in the heart of the acclaimed community's urban core.

## Community Service

The Community Foundation of Middle Tennessee contributed an initial \$7,000 grant to **Nathan Adelson Hospice** for grief and loss counseling services related to the 1 October tragedy in Las Vegas.

**Comprehensive Cancer Centers of Nevada, Breast Center at Sunrise** and **Dress for Success Southern Nevada** teamed up for the Pink is the New Black Breast Cancer Awareness Day. The event offered education about breast health and self-check breast exams and served as a fundraiser for Dress for Success.

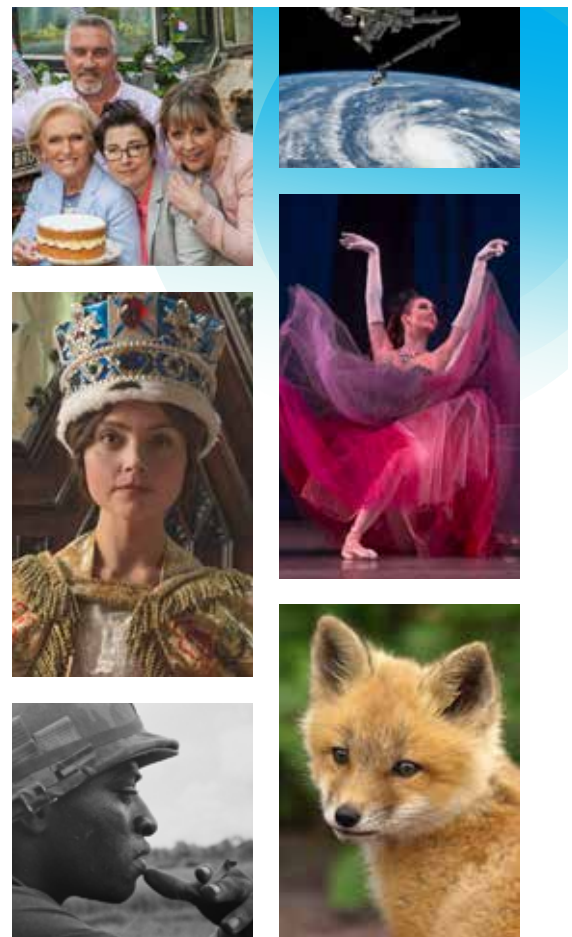
## Vegas PBS | Passport

*Quality shows. On your schedule.*

**Vegas PBS Passport** is a member benefit that provides extended on-demand access to a rich library of quality public television programming.

A yearly contribution of at least \$60 or an ongoing monthly contribution of \$5 or more allows you to watch even more episodes of your favorite local and national shows, including full seasons of many current and past series.

To learn more about Vegas PBS Passport or activate your account, visit [VegasPBS.org/Passport](http://VegasPBS.org/Passport)





# Ribbon Cuttings

**PC** - President's Club    **\$** - Chamber Member Discount



## **MAGNUM COFFEE ROASTERY CAFÉ & STORE**

Magnum Coffee Roastery Café & Store celebrated its grand opening at 1335 E. Sunset Rd. It is family owned and operated, providing quality roasting, packaging and promotional services for private label and retail brand partners. Call 702.805.0700 or visit [www.magnumcoffee.com](http://www.magnumcoffee.com)



## **HENRIKSEN/BUTLER**

**PC**

Henriksen/Butler celebrated the opening of its new office and showroom located at 630 S. 11th St., in the Huntridge neighborhood. H/B's team looks forward to many years working together in the renovation of this historic building. Call 702.309.2448 or visit [hbdg.com](http://hbdg.com).



## **NEVADA DEPARTMENT OF BUSINESS AND INDUSTRY**

The Nevada Department of Business and Industry held a ribbon cutting ceremony at the Nevada State Business Center, 3300 W. Sahara Ave., where ten of the department's agencies and offices have been centralized to provide improved access and comprehensive services. Visit [business.nv.gov](http://business.nv.gov).



## **PROPULSION MARKETING**

Propulsion Marketing creates integrated marketing campaigns to build brands and produce results. Working within a budget guides the company's creativity to maximize consumer engagement levels. Its dedication starts and ends with client success. Call 702.630.2316 or visit [propulsionmarketing.com](http://propulsionmarketing.com).



## **LAS VEGAS DANCESPORT DANCE STUDIO**

Las Vegas Dancesport Dance Studio announced its grand opening, located at 5375 S. Ft. Apache Rd., Ste. 104, with members of its family, staff, clients and elected officials from Congressman Kihuen's and U.S. Senator Cortez Masto's offices. Call 702.665.6880 or visit [lvdancesport.com](http://lvdancesport.com).



## **MOTHER GOOSE CHILD CARE SERVICES**

Mother Goose Child Care Services is a bonded, insured, and licensed company. All of its babysitters are required to have at least three references directly related to child care experience. They are all CPR, infant CPR, and first aid certified, have BCI Federal background checks, and are drug tested. Visit [mothergooseofvegas.com](http://mothergooseofvegas.com).

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To arrange your ribbon cutting, contact Georgia Allen at 702.586.3838 or email [gallen@lvchamber.com](mailto:gallen@lvchamber.com)



### COMPLETE MEDICAL CONSULTANTS

Complete Medical Consultants celebrated 15 years in business and announced its relocation. It is located at 2920 N. Green Valley Pkwy., Bldg. 8, Ste. 821 in Henderson and offers a board-certified family practice that does not require insurance. Call 702.566.6429 or visit [completemedicalconsultants.com](http://completemedicalconsultants.com).



### MCDONALDS

PC

McDonalds, located at 6680 E. Lake Mead Blvd., celebrated its new location and President's Club membership with the Metro Chamber and various partners and leaders in the community. Visit [mcdonalds.com](http://mcdonalds.com).



### ENCLAVE

Enclave is backed by decades of experience via sister-company 3G Productions. Available for weddings, product launches, press conferences, conventions, and more, the 75,000-square-foot space is equipped with state-of-the-art lighting and AV technology and acoustically designed spaces, visit [enclavelv.com](http://enclavelv.com).



### MISSION HIGH SCHOOL

Mission High School is the first public recovery high school in the United States educating amazing kids in recovery. It is located at 801 Veterans Memorial Dr. Call 702.799.7880 or visit [missionhighschool.ccsd.net](http://missionhighschool.ccsd.net).



### WALMART

Walmart, located at 6973 Blue Diamond Rd., celebrated its grand opening, which will aid in creating jobs and supporting the local economy. Visit [walmart.com](http://walmart.com).



### BRANDED ONE CROSSFIT

Branded One Crossfit, located at 2055 E. Windmill Ln., Ste. 125, announced Nevada's first non-institutionalized non-profit crossfit gym. It offers free memberships to disabled service personnel. Visit [brandedonecrossfit.org](http://brandedonecrossfit.org).





# **WELCOME NEW MEMBERS!**

**Welcome to the newest members of the Las Vegas Metro Chamber of Commerce. Please be sure to meet them at an upcoming event, or check out their business online at [LVChamber.com](http://LVChamber.com) on the member directory.**

## **PRESIDENT'S CLUB:**

### **Swinn & Toll Wealth Management Group**

**Adomni  
Alternative Real Estate  
Azul Services, LLC  
Baja Fresh of Boca Park  
Dan Shaw, Councilman  
EVLV  
Hotsy Southwest**

**Luxury Resort  
Concierge  
LV.Net  
McCarran International  
Child Development  
Center  
New Image Contracting  
PGA Tour Superstore**

**Pulte Group  
Sanchi and Filia P  
Designs, LLC  
Simply Scuba  
URBANeats Market LLC  
Zunesis**

Members joined from October 15, 2017 to November 15, 2017





# ACCIDENT AHEAD

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The Metro Chamber's new workers' compensation plan through First Choice Casualty Insurance Company gives you peace of mind that your business is covered and you're receiving member-exclusive competitive rates.

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# Vegas Young Professionals

## Presenting Sponsors



## Thank You!

Thank you to Vegas Young Professionals for making 2017 a year of growth, development, and change! This year, the organization introduced Community Conversations, a new event designed to keep you connected and in the room with regional leaders, and grew by hundreds of Vegas Young Professionals. Thank you for all that you did to spread the word and keep this organization strong and growing!

## PRESENT AND FUTURE

*By: Kelli Vaz, VYP Chair & Derek Hutchison, Incoming VYP Chair*

### KELLI:

The end of the year is a time for us to reflect on where the year has taken us. I get the unique opportunity to reflect, not only on 2017, but on my last seven years as a VYP member. I started out in this awesome organization as a young professional looking to make professional and personal connections. My journey led me to serve as the Community Outreach Chair for three years and as Chair of VYP the past two years. It led me to create countless connections – both personal and professional. VYP also gave me the chance to grow and expand my professional development and leadership skills. While I'm sad to see my journey with VYP come to an end, I'm also grateful for all the connections I've made along the way. Being a member of VYP has created so many opportunities for me and I really encourage all professionals to seek out organizations like VYP that will make a meaningful change in your professional life.

I have the distinct honor of announcing VYP's 2018 Chair, Derek Hutchison. Derek has served on the VYP Council as VYP's Ambassador Chair for the past three years. He is a leader within this organization and is at every VYP mixer and event on-hand to make connections with new VYPeeps. Derek truly embodies what VYP stands for and I have no doubt that he will continue to support VYP and its growth.

### DEREK:

First, I want to thank Kelli for being such a great Chair for VYP over the last two years. She has done an incredible job moving this organization forward and I realize that I have very big shoes to fill. I am excited for the future of VYP and the direction we are going in 2018. From Toastmasters to community outreach, there is more to VYP than mixers and exchanging business cards. As Chair, I plan on highlighting all the ways we can connect you to the community and to more resources to help you grow. As the Ambassador Chair, I was always looking for young professionals who want to get more involved and help grow the brand, and now, as VYP Chair, I get the distinct opportunity to facilitate this organization's growth on an even greater scale. I am really looking forward to helping VYP members maximize their membership and bring more awareness to the great things we are doing in the community to help young professionals develop and grow. If you would like to connect, email me at [chair@vegasy.com](mailto:chair@vegasy.com). I hope to serve you well in my new role and look forward to connecting with all of you.





## Fusion Mixer

@

**SUGAR FACTORY,  
INSIDE THE  
FASHION SHOW  
MALL**



The last fusion mixer of the year took place at Sugar Factory, inside the Fashion Show Mall. VYP members gave in to their sweet tooth, created new relationships for the new year ahead, and gave 2017 a send-off in true VYP style: with a raise of the glass and a way to connect with peers in the community.

 *Kristina Alexis*  
PHOTOGRAPHY



# The Final Word

## NOVEMBER ACCOMPLISHMENTS

**I**n November, the Metro Chamber gave thanks during the annual Customer Service Excellence Luncheon, where we recognized hundreds of front-line employees who make stellar customer care a priority every day. In addition, we heard from elected officials, celebrated milestones with our members during ribbon cutting ceremonies, and looked toward the future as the organization announced a new president and CEO taking over in December. Here are just a few things the Metro Chamber did for you in November:

- Announced new Metro Chamber President & CEO Mary Beth Sewald, who will take the reigns of the organization in mid-December upon Kristin McMillan's departure.
- Recognized the outstanding customer service stars in Las Vegas and honored the Customer Service Excellence Person of the Year at the annual Customer Service Excellence Luncheon at The Orleans Hotel & Casino.
- Engaged with Congressman Ruben Kihuen and heard about issues affecting the Las Vegas business community during Eggs & Issues at the UNLV Tam Alumni Center.
- Discussed the Vegas Golden Knights and what it takes to bring a sports team into a new market from Kerry Bubolz, president of the organization, during a special CEO luncheon for President's Club members.
- Held the final Vegas Young Professionals Fusion Mixer of the year at the Sugar Factory's whimsical and celebratory Chocolate Lounge at the Fashion Show Mall.
- Heard from Las Vegas Lights FC owner Brett Lashbrook as he discussed his career and Las Vegas' new professional soccer team at Vegas Young Professionals Bigwig Lunch Time event.
- Held the final Paul Call of 2017 and heard from Vice President of Government Affairs Paul Moradkhan about legislative updates and how the Chamber team is working for member businesses every day, at every level of government.
- Celebrated more than 10 business milestones, including the grand opening of Branded One Crossfit, the grand opening of Children's Dentistry with Mayor John Lee in North Las Vegas, and the Veterans Village Annual Veterans Day Community Celebration, among many other milestones, during member ribbon cutting ceremonies.
- 



- Connected with new Chamber members who heard about ways to maximize their membership during the New Member Orientation.

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Lipitor 40mg TAB	30qty	\$473.12	\$366.11	22%
Captopril 25mg TAB	30qty	\$30.00	\$19.16	36%

\*Discounted prices were obtained from Walgreens pharmacy in March 2017. Prices vary by pharmacy and region and are subject to change.



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**Suzanne Domoracki**  
suzanne@nevadadrugcard.com



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TEAM

# VEGAS

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## STATE OF THE CHAMBER AND INSTALLATION LUNCHEON

Wednesday, December 13

MGM Grand - Premiere Ballroom | 11:15 a.m. - 1:15 p.m.



Meet your Metro Chamber leadership,  
see what's next for the leading business  
organization in Nevada, and welcome the  
2018 Chairman of the Board of Trustees,

### MICHAEL BOLOGNINI

Vice President & Las Vegas Market Leader  
Cox Communications

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DECEMBER 2017

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